

DOT HUMAN CAPITAL IMPLEMENTATION PLAN: EXECUTIVE COACHING

STANDARD 3: Leadership and Knowledge Management (KM)

CRITICAL SUCCESS FACTOR: Leadership Planning and Implementation (SES, managers, and supervisors). The organization identifies leadership competencies, establishes objectives and strategies to address them, and defines performance expectations.

MEASURE: Executives are developed in competency areas that have been determined to be critical to their success.

MILESTONE	TARGET DATE	STATUS ¹ ●-C ▼-OT ●-D	ACTUAL DATE	RESPONSIBLE ENTITY AND POINT OF CONTACT
Conduct focus groups and interviews to identify specific current and desired needs for executive coaching program (e.g., SES; current modal coaching efforts; external sources)	October – November 2002	●	November/December 2002	Randy Bergquist, M-10
Acquire, pilot, and evaluate off-the-shelf executive coaching strategy (45 cross-modal participants)	January – September 2003			Randy Bergquist, M-10
Develop a DOT guide on executive coaching strategy	October 2003			Randy Bergquist, M-10

¹Status Code: ● Complete (C) ▼ On Target (OT) ● Delayed (D)